

**PTI-UPSEU Contract Negotiations
July 20, 2026**

Tentative Agreement
(Subject to Membership Ratification)

3-year agreement expiring July 31, 2029.

**Article 4. ECONOMICS. Sections 1 and 2 replaced with the following:
General Wage Increases:**

August 1, 2026

6 months + 1 day = 2.35%
1 year + 1 day – 3 years = 3.50%
3 years plus = 4.75%

August 1, 2027

6 months + 1 day = 2.50%
1 year + 1 day – 3 years = 2.75%
3 years plus = 3.50%

August 1, 2028

6 months + 1 day = 2.50%
1 year + 1 day – 3 years = 2.60%
3 years plus = 4.00%

- Seniority measured on anniversary date of CBA.

SIGNING BONUS. Not in CBA and must be employed on September 1, 2026, and will be paid the next payroll thereafter:

- | | |
|--------------------------------------|-------|
| • Two years or More of PTI service | \$50 |
| • Three years or More of PTI service | \$100 |
| • Five years or More of PTI service | \$150 |
| • Ten years or More of PTI Service | \$225 |

Section 4. Minimum Wage Level Differential: 2% (formerly 1.25%) above minimum wage with cap at \$16.00 (formerly \$15.00)

Section 8. Bereavement Leave:

- Add Grandparent/Grandchild to Section B paid days.
- Add "All employees, upon completion of the probationary period, will receive up to one (1) unpaid day off to attend or make preparations for the funeral of their aunt or uncle."

Section 9. Pay Period. Subsection E: Lower discrepancy amount of \$25.00 (formerly \$50.00) and the error will be corrected within 5 business days.

Section 12. Lead Driver. Increase Lead Driver pay to \$0.75/hour (formerly \$.50/hour)

Article 7. HOLIDAYS. Section 2.B.iii. Employees with 2 or more years of service (formerly 5 or more years of service) receive 4 hours of pay for Christmas Eve regardless of if they work it.

pg. 1 Signed for the Company _____
Signed for the Union _____

Date: 7.21.26
Date: 7.22.26

PTI-UPSEU Tentative Agreement

Article 8. PERSONAL DAYS. Section 2. An additional paid personal day upon achieving 12 years of seniority, for a total of 4.

Article 9. VACATIONS. New Section. Employees who voluntarily resign with at least fourteen (14) days' written notice and who work through their final scheduled day shall be eligible to receive payment of up to forty (40) hours of earned but unused vacation. Vacation balances in excess of forty (40) hours shall be forfeited upon separation. Payment shall be made in the employee's final paycheck or as otherwise required by applicable law.

Section 4.

- New clause. If management fails to issue a written approval of denial within seven (7) calendar days of submission, the request is automatically approved.
- New clause. Unless business conditions dictate otherwise, the Company will approve vacation requests for up to 10% of the active driver roster at any given location per day.

Section 5. New clause. Paylocity will notify driver electronically in self-service portal.

New Section. Neither vacation days nor personal days may be rolled over to the following calendar year unless otherwise required by law.

Article 14. MEDICAL PLANS. Section 6. The Company shall maintain zero co-pay for Teledoc visits.

Article 15. 401(k) SAVINGS PLAN. Section A. Employees are eligible to participate after 6 months (formerly 1 year) and 500 hours (formerly 1000 hours).

Article 20. GRIEVANCE AND ARBITRATION PROCEDURE. New Section. Absent extreme circumstances, to which the Company would notify the Union in advance, no employee will be placed on administrative hold for longer than 1 calendar week for disciplinary matters and 2 calendar weeks for a safety incident. Should the Company go beyond these periods, the employee will be reinstated to the vacated position, or will be paid as if they are working, until a decision by the Company is made.

New Section. Employees may be represented by an authorized Union Representative at all levels of the grievance procedure.

New Section. The parties shall meet monthly to review labor-management matters and pending/open grievances. Moving forward, the Union shall provide the Company a completed grievance form in a timely manner from which the grievance is based. In addition, the Union shall provide the Company an updated grievance case log at least seventy-two (72) hours prior to the monthly meeting for proper review and preparation.

Article 24. ECONOMIC STANDARDS & GENERAL CONDITIONS. New Section. No bargaining unit employee shall be required to perform uncompensated work.

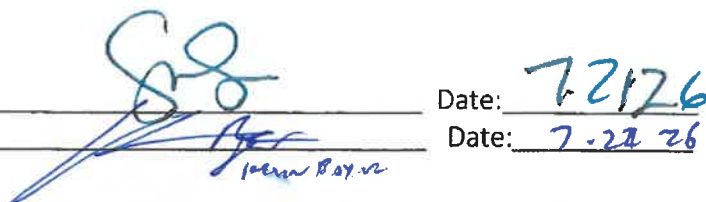
Article 27. SAFETY RECOGNITION AWARDS. Delete current CBA language and Company and Union commit to working together on new and improved safety recognition program.

pg. 2 Signed for the Company _____

Signed for the Union _____

Date: _____

Date: _____



PTI-UPSEU Tentative Agreement

Appendix H. Contingency Drivers.

- The Company will book employees into single occupancy rooms and if possible, the hotel will have a refrigerator, microwave and breakfast offering
- If a CD driver is requested to train by a supervisor, the CD driver will be paid an additional \$.75/hour for the training time
- New Clause. Subject to cost and availability, lodging will be in a nationally recognized commercial hotel brand, with guest-controlled climate control, private in-room bathrooms, free high-speed Wi-Fi and on-site security
- Effective January 1, 2027, the per diem will be increased to \$50.
- Increase PTI stipend to \$60

Note: Upon Ratification the Parties will promptly make changes to and publish an updated labor agreement that reflects the changes in this Tentative Agreement.

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pg. 3 Signed for the Company _____
Signed for the Union _____



John Doe

Date: 7.22.26
Date: 7.22.26